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20 August 1987
OCA 87-3741

MEMORANDUM FOR THE RECORD

SUBJECT: Briefing by Deputy Director for Employment/Office of Personnel to Calvin Humphrey, House Permanent Select Committee on Intelligence Staffer, on Minorities Program, Minority Recruitment, and Progress Made on Coverting Federal Protective Officers (FPOs) to Special Protective Officers (SPOs)

1. On 20 August, [] from the Office of Personnel, and I met with Calvin Humphrey from the HPSCI staff [] where [] briefed on the Agency's minority program, proposed changes in procedures for recruiting minorities, and progress made in converting former FPOs to SPOs.

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2. [] reported that the Agency has had greater than expected success in recruiting minorities into its newly established undergraduate minorities program. We have cleared 22 applicants through the polygraph but currently only have funding to place five into the program although we are exploring other ways to get more into this program. [] ran over the criteria for selecting the five most qualified candidates. By order of importance, the criteria are: critical skills needed by the Agency, ability of parents to pay, high school GPA, and SAT scores. Humphrey thought the criteria to be relevant and appropriate. [] emphasized that the ability to pay was something the Agency thought to be significant and asked if Humphrey had any problem with this as a criterion. He did not. Finally, [] explained that, unlike NSA, the Agency was not taking applications for the program until students had actually been selected to a college. Humphrey commented that there was some risk that some highly qualified, but financially deprived high school grads, might miss the opportunity to apply. He contended that many poor minorities never even apply to college because they believe they cannot afford the cost. Overall, Humphrey was impressed with the Agency program and asked to be kept informed of progress.

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3. [] then went over several changes in the recruitment process designed to increase the number of minority hires. Previously, Humphrey had expressed concern that the Agency may be moving to a quota system which he highly disapproves of as does, according to Humphrey, Chairman Stokes. Humphrey's reservations were dispelled by the procedures outlined by []. Indeed, Humphrey was truly impressed with the innovative way the Agency was moving on recruiting minorities.

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4. Humphrey and Chairman Stokes have been particularly concerned with the way the Agency has handled the conversion of FPO's to SPO's. This subject had been briefed to Humphrey in June of 1987 when he approved of the changes initiated and asked to be kept informed of any results. The update [] provided demonstrated to Humphrey that the Agency is making a serious effort to encourage and accept more FPOs into the new Agency protective forces. As of August 4, 37 FPOs had been scheduled for the poly. Of that number, 10 had already taken the first poly with two passing, two failing, and the remainder being rescheduled for a second and in some cases a third examination. [] also said that the Agency would mail a second letter to FPOs advising them of the opportunity to convert and will extend the time to January for immediate scheduling for poly and medical examinations. Still, the bottom line is poor what with only four FPOs having actually joined the SPO force to date.

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